

2019/2020 IMPACT REPORT



P.O. Box 45060
Mississauga, ON
L5G 1C9

905-403-9691
info@interimplace.com
www.interimplace.com



2019 2020

Table of Contents

Message from the Board President	3
Message from the Executive Director	4
Board of Directors	6
Funders	7
Finances	8
Treasurer's Report	9
Our Impact	10
Special Projects	12
Programs & Services	16
PCAWA	17
Gender Diversity and Trans Inclusion Policy	18
Lives Lost to Gender-Based Violence	20
Special Events	22
Pandemic Response	24
Organizational Rebrand	26
Community in Action	28
Acknowledgements	30



KELLY-ANNE SALERNO
BOARD PRESIDENT

We hope that one day there is no longer a need for an agency like Interim Place; unfortunately, today isn't that day. So dedicated staff, volunteers and community partners continue to work and advocate in the VAW sector day after day. This work is critical to ensuring that survivors' voices are heard, and that steps towards momentous change to end gender-based violence continues. The 2019/2020 year was nothing that Interim Place could have imagined, and yet staff and the community rose to new heights in the face of yet more adversity.

In 2019 much of the focus of Interim Place was around our Strategic Plan and moving actions forward. Some of the highlights include:

Following through on the organizational rebrand project with the aim to better reflect the organizations values and scope of service. This was an opportunity to develop a new identity that was polished, current, and engaging to donors and funders. This action directly aligns with the strategic pillar of Fostering a Philosophy of Philanthropy.

Staff engaged hundreds of youth and ran multiple workshops throughout Peel Region with organizations, schools and in the community on gender-based violence. This action directly aligns with the strategic pillar of Broadening our Scope of Influence.

2020 brought with it new challenges related to dealing with COVID 19 in a congregate setting. Interim Place leadership and staff were forced to quickly pivot and ensure that the health and safety of residents and staff were of top priority. Interim Place participated at multiple tables across the community ensuring that the needs of survivors and children during a global pandemic were a priority.

As a non-profit agency, Interim Place relies heavily on fundraising as their main pillar of funding. Not only did Interim Place rise to the challenges of this year, but they surpassed them on multiple levels.

Above is just a fraction of what Interim Place accomplished this year. They continue to provide the 24/7 365 critical lifesaving supports and services that so many survivors in our community need. They do it with the support of community partnerships, dedicated staff and volunteers, wonderful donors and funders and a compassionate and dedicated Board of Directors. All this work requires co-ordination and a vision. Without the work of the Executive Director, Sharon Floyd, none of this would be possible.

As the outgoing Interim Place President, I have enjoyed my time as a board member as well as part of the Executive. I have dedicated over 30 years serving the Peel community and began my first school placement at Interim Place over 25 years ago. Contributing to the VAW sector has been my personal passion and mission.

The staff and volunteers of Interim Place are remarkable and unwavering.

My absolute gratitude and appreciation for each and every one of you that dedicates their lives to ensuring survivors and their children can live a life without violence. "One day we won't need an agency like Interim Place, but today isn't that day."

WHO WE ARE

Embrace Agency to End Violence (formerly known as Interim Place) is an anti-violence organization providing shelter, counselling and advocacy supports for women, Two-Spirit, gender queer, trans and non-binary folks and their children experiencing any form of violence in the Region of Peel and beyond. We support survivors with and without children.

We understand that survivors' experiences of violence are compounded by intersecting forms of racism and oppression. Embrace is a low barrier organization that is committed to ending gender-based violence by acknowledging and addressing the multitude of barriers facing folks who have experienced violence and by providing crisis intervention and a range of supports and services. Embrace's definition of gender-based violence includes intimate partner violence; gender-based violence; sexual assault; sexual harassment; cyber violence; physical, emotional and financial violence; stalking; structural and systemic violence, such as racism, colonialism, classism, transphobia, homophobia, sanism, islamophobia, nationalism and ableism.

Embrace works within a feminist, anti-oppressive, anti-racist, disability justice, harm reduction framework.

All Embrace's services are free and confidential.

OUR MISSION

To provide shelter, support, counselling and advocacy to help abused women and their children break the cycle of violence. We are a women-centred, anti-racist, anti-oppressive, non-profit organization serving the diverse population of the Region of Peel.

OUR VISION

To create social change where survivors of violence have economic, social, and political justice; and all forms of violence are eliminated in the lives of all women, Two-Spirit, gender queer, trans and non-binary folks and their communities.

MESSAGE FROM THE EXECUTIVE DIRECTOR

Your support has helped us to make a real and meaningful impact in the lives of survivors in Peel and beyond.



Sharon Floyd, Executive Director

Interim Place is an organization that has consistently acknowledged the increasing complexities that survivors of violence face based on the intersections of their identity such as their; race, class, ability sexual orientation and gender. As such, we continue to find ways to reduce barriers for survivors to access the essential supports, services and resources they need to be safe. We recognize that violence impacts people differently and we believe these experiences must be accounted for in a meaningful way and centrally to inform our work moving forward.

This is why Interim Place engaged in a full organizational audit and policy development to increase our accessibility and capacity to serve all survivors who have experienced or are at risk of experiencing gender-based violence.

This is why Interim Place hired a consultant to complete an environmental scan and assess our current and future capacity to continue to provide sexual violence supports to survivors of sexual violence at Interim Place.

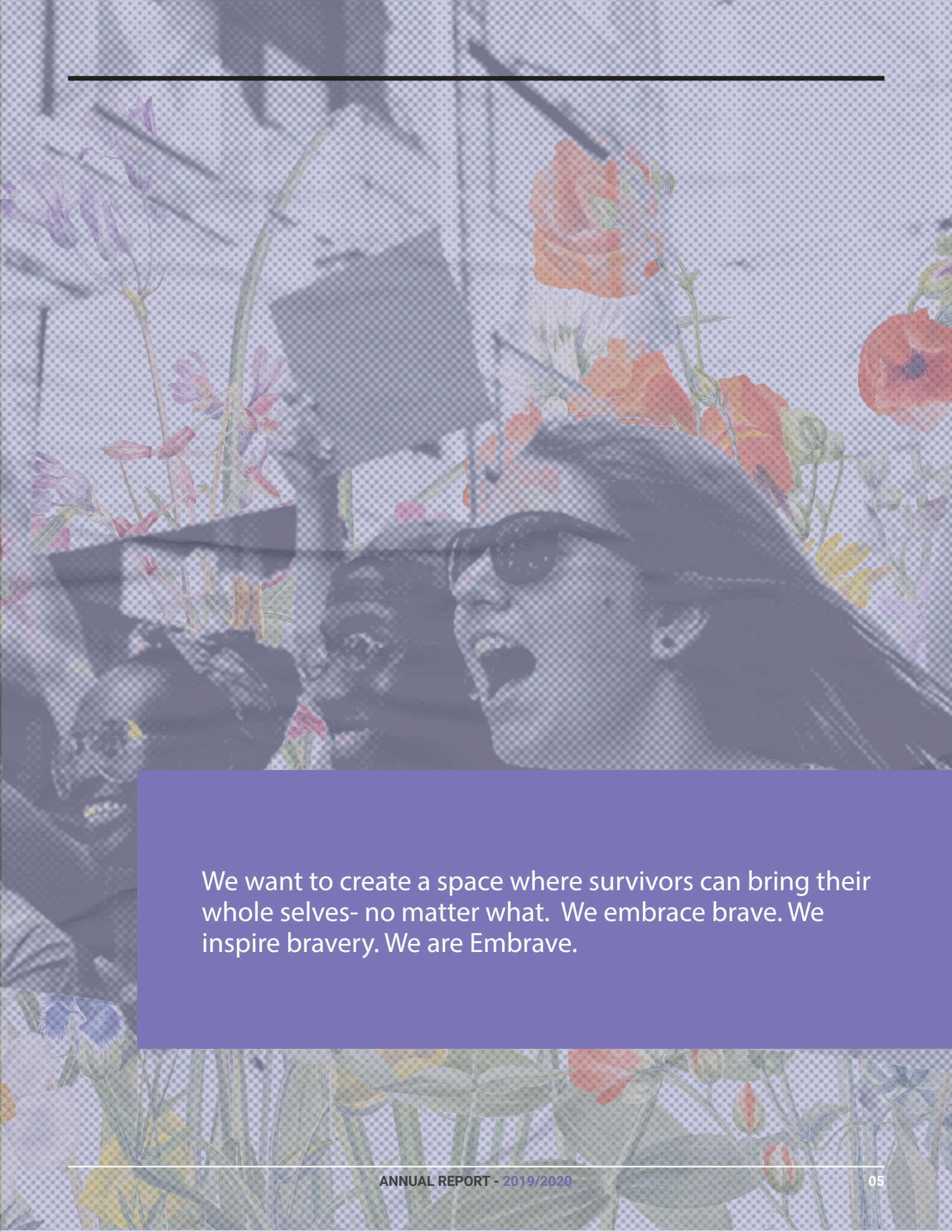
This is why Interim Place created an internal training program and a comprehensive orientation plan to build staff's capacity to address issues faced by survivors who are most marginalized in our community.

Unfortunately, these margins have widened, and the gaps have been deepened as we continue to provide lifesaving supports to survivors of violence during this global pandemic. I would like to take this opportunity to thank Rebecca Rogers, Manager of Programs and Services and the entire Leadership Team who have demonstrated extraordinary leadership during these extraordinary times and all the staff and volunteers who continued to prioritize the safety and supports to survivor of violence at a time when they needed us the most.

I would also like to extend appreciation to our community partners, sponsors, donors, funders and supporters who have been there for us throughout the year; we would not be able to do this important work without your consistent support and encouragement. Your partnership has helped us to make a real and meaningful impact in the lives of survivors in Peel and beyond. Partnerships built on trust, shared values and a shared vision have been integral to our success and we extend our heartfelt gratitude to you all.

We are excited to launch our new name, brand, and identity. Too many times survivors of violence feel alone, less than, or incomplete. Our new name, Embrace, and our logo are an acknowledgement of survivors' experiences. We recognize, respect, and honour the bravery of all survivors and stand alongside them. We want to create a space where survivors can bring their whole selves- no matter what.

Thank you for believing in us and the work that we do. We look forward to continuing to work with you as we embrace brave together!!!



We want to create a space where survivors can bring their whole selves- no matter what. We embrace brave. We inspire bravery. We are Embrace.

OUR BOARD OF DIRECTORS



KELLY-ANNE SALERNO

BOARD PRESIDENT

Kelly-Anne Salerno is a long-time supporter and advocate of woman's issues specifically relating to ending violence against women. Kelly-Anne has specialized in human and social services and has been employed in Regional government for over 29 years.



RIPIKA KAPOOR

VICE-PRESIDENT

Ripika is currently a Senior Account Supervisor in the private sector. She joined the Board to be an advocate for women's rights and work towards supporting the journey against violence directed at women.



LUXMI JEYAVEL

TREASURER

Luxmi is currently a Director in Customer Relationship Management in the finance sector. She holds dear to her heart issues facing women and children, as well as challenges around diversity and inclusion.



JOSIE CANCELLA

SECRETARY

Josie currently works as a Director of Human Resources in the private sector. She joined the agency to advocate for survivors of violence, creating change and a movement to raise awareness.



ANNE SMITH

MEMBER

Anne has 20+ years of varied and progressive fundraising experience and community development work. Working in the non-profit sector has fueled her passion to make a difference in the lives of people in her community, particularly women and children.



CELINE GEORGE

MEMBER

Celine is passionate about providing an equal opportunity for all members of a society to thrive socially and economically, with a personal interest in strategies that will lead to the economical empowerment of women and girls. Celine is a Mechanical Engineering & Management graduate from McMaster University, and has held a variety of diverse roles.



ANDRINE ORMSBY

MEMBER

As a survivor herself, Andrine is passionate about equality and social justice for women from all walks of life. She joined our agency to be a part of an organization that continues to advocate and challenge many systems that further the continuation of victimizing women.



OUR FUNDERS

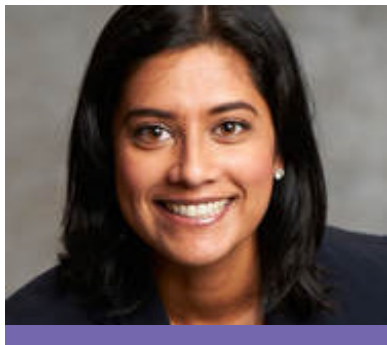


STATEMENT OF OPERATIONS

Revenue	2020	2019
Provincial Funding	3,253,235	3,356,945
Donations & Fundraising	445,500	358,027
United Way	222,200	222,200
Provincial Funding-Dedicated Housing	196,582	197,248
Grants	393,148	175,105
Region of Peel	3,401	55,778
Investment Income	<u>4,882</u>	<u>3,655</u>
	4,518,948	4,368,958
Expenditures		
Staffing	3,363,700	3,052,658
Program and Supplies	497,518	579,449
Occupancy	337,928	422,465
Professional Fees	194,091	155,847
Communications	65,500	77,424
Fundraising & Community Projects	<u>59,019</u>	<u>34,846</u>
	4,654,276	4,322,689
Excess of Revenue Over Expenditures Before the Undernoted items	1,192	46,269
Other Expenses (Amortization of capital assets)	<u>136,520</u>	<u>129,528</u>
Excess (Deficiency) of Revenue Over Expenditures	<u>(135,328)</u>	<u>(\$83,259)</u>

TREASURER'S REPORT

We look forward to working with you to drive change.



LUXMI JEYSEL
BOARD TREASURER

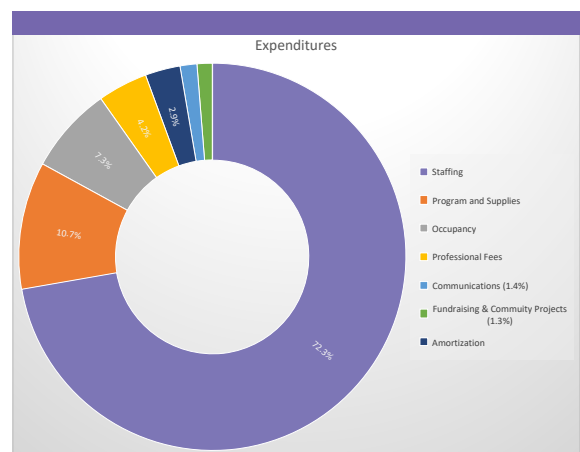
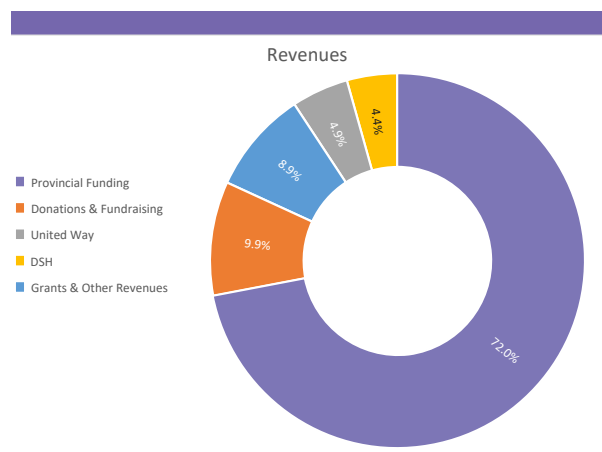
For the fiscal year ending March 31st, 2020, Interim Place saw an increase in revenue of 3.4% to \$4.5 million as well as an increase in expenditures of 4.5% to 4.5 million, resulting in an excess of revenues over expenditures before amortization of \$1,192. Factoring in amortization costs, Interim Place saw a net loss of \$135,328, compared to a net loss of \$83,259 in the prior fiscal year.

Our revenue mix remained relatively the same year over year, with 72% coming from the Ministry of Children, Community and Social Services (MCCSS). We appreciate the Ministry's continued financial support.

We also successfully applied for funding for multiple projects this year. We would like to recognize the Ontario Trillium Foundation (Grow, Seed, and Capital Grants), the Region of Peel (Collaboration Fund and Organizational Effectiveness funding), the Canadian Women's Foundation (annual Violence Prevention Grant), and the Community Foundation of Mississauga (Pendle Fund) amongst others, for their investment in helping Interim Place enhance their supports and services to survivors of gender-based violence and their children. Grant revenues were up \$218,043, a 124.5% increase over last year.

Our fundraising activities raised an additional \$87,473, or 24.4% more than the previous year, due in large part to a legacy gift. We continue to engage both existing and new community members and supporters at events as we assess our overall fundraising strategies.

On behalf of Interim Place, I would like to take this opportunity to express our heartfelt thanks and appreciation to our funders, donors, sponsors, volunteers, and community partners for your ongoing support of our mission. Our efforts and impact would not be possible without your help and we look forward to working with you to drive change in the lives of the most vulnerable in our community.



OUR IMPACT

Interim Place has provided a broad range of supports to survivors of violence for nearly four decades. Check out the impact we had in our community in the past year alone.



SURVIVORS SUPPORTED

1,024

111% SHELTER OCCUPANCY RATE



Sexual Violence Supports

110 survivors were supported through our Sexual Violence Support Program



Peer Program Participants

61 survivors were supported through our On Our Own Peer Program



Criminalized Survivors Program

48 survivors participated in Interim Place's trauma-informed support program at Vanier Women's Centre



SPECIAL PROJECTS

Sexual Violence Support Program

The Sexual Violence Support Program provides confidential and non-judgmental supports to survivors of any form of sexual violence. As a client-centered program, the clients define what sexual violence is to them, and identify their needs and what types of services they want to access. Some examples of types of sexual violence include: pressuring/convincing, sexual assault, childhood sexual abuse, sexual harassment, online sexual violence, and more. Support can take the form of emotional support, supportive counselling, or support groups, as well as referrals to other services, information-sharing, and problem-solving. Support can also take the form of addressing issues or challenges clients may be experiencing, such as housing support, legal support, immigration support, shelter support, and more. Support can be provided in person or remotely such as by telephone, email, video, or other platforms.

110 Survivors of violence came through this program. They were provided with 138 one to one counselling sessions.

“When it comes to sexual violence, anyone can experience it, and anyone can be a survivor. There is no one way of being a survivor. A survivor of sexual violence can be a person of any age, gender, race, class, sexuality or status,” said Jenn Taborek, Previous Sexual Violence Counsellor/Advocate at Interim Place.

“If someone tells you they have experienced violence let them know they matter, and that violence is never their fault,” said Rebecca Rogers, Manager of Programs and Services, Interim Place. “Ask them what they need from you. Remember they are always the experts of their own lives. If you are a survivor of violence – you are not alone. We are here.”



'On Our Own' Peer Support Program

The 'On Our Own,' program aims to reduce barriers survivors face to accessing supports and creates a sense of community where survivors can take a leadership role in determining what supports they require to end violence. Having groups that are designed for specific communities of survivors will increase the impact of the groups by giving women an opportunity to reduce isolation and build community with other women who have experienced similar challenges and talk more openly about the complexities of their experiences of violence as a survivor from a specific marginalized group.



Criminalized Survivors Program

Interim Place ran 3 eight-week Trauma Informed Support Groups for Women Who Have Experienced Violence at Vanier Centre for Women. 48 survivors of violence attended these group programs. **"This program gave me strength and a voice. I was so proud to believe in myself again, I can't change what happened to me but I will make a new ending. I have been able to talk about my trauma for the first time. It was because of this program that I am able to let out so much that I have buried deep down. I was heard so I believe others may hear my story of violence and believe me."** Transition and reentry from jail to the community can be challenging for survivors of violence. Through this program we created a referral path so that survivors of violence who experienced criminalization were able to seamlessly access Interim Place's Supports and Services. **"This group was so needed. It watered my roots and allowed for me to grow. I am stronger now and I do not feel so alone. It gave me the strength that I needed to make some difficult changes in my life."**





UNFOUNDED SEXUAL ASSAULT CASE REVIEW

1 in 5 claims of sexual assault were dismissed by the police as “unfounded.”

“Unfounded” in accordance with police terms means that a crime didn’t happen nor was it attempted.

1 in 5 claims of sexual assault were dismissed by the police as “unfounded.” This is 2X higher than unfounded physical assault cases, and higher than any other type of crime.

We know it is already so difficult for survivors of violence to report sexual violence to the police, and that most actually don’t.

Interim Place is one of three agencies conducting Case Review Audits of Peel Regional Police unfounded case files with the aim of improving responses and outcomes from Peel Regional Police to survivors of sexual violence.

What can you do to support someone you know who has experienced sexual violence? Support them in making an informed decision about whether or not they want to report to the police.

Know that not everyone will choose to report, and this is okay! It’s their choice.

Talk with friends and family on social media about the changes needed like better training, specific training on sexual violence, more advocates and more information on the impacts of trauma.



If you are a survivor of violence, we are here for you.

We continue to hold a virtual group every Thursday evening at 6pm for survivors of violence! Every week is a new topic related to experiences of violence and healing and we welcome all women, two-spirit, trans, non-binary and gender queer people to join us!

Call to action for all of you – Often survivors of violence are not believed. **If someone tells you they have experienced violence, listen, believe them, let them know they matter and violence is never their fault.** Don't ask questions or be surprised commenting on how the person causing them harm seemed so nice. Do ask them what they need from you. Remember they are always the experts of their own lives.

If you are a survivor of violence and listening to this, we want you to know we are just a call away.



ENHANCING 2SLGBTQ+ INCLUSION IN PEEL REGION

Interim Place is a member of the leadership table led by MOYO Health Community Services in Peel comprised of health and social service organizations committed to increasing organizational and sector-wide capacity to address 2SLGBTQ+ needs and interests. Our goal is to champion 2SLGBTQ+ inclusion internally and within the community to keep the leadership of our own organizations involved, engaged and accountable, lead 2SLGBTQ+ inclusion at an organizational (internally & externally) and systemic level, work towards improving systems level navigation for queer & trans communities, and support the development of a visible 2SLGBTQ+ Community.

The Collaborative approaches 2SLGBTQ+ inclusion from an intersectional lens to develop new programmes and services.

PROGRAMS & SERVICES

Interim Place is committed to ending gender-based violence by addressing the barriers survivors face and providing a broad range of supports and services



Interim Place Programs and Services include:

- 24-Hour Emergency Shelters
- 24-Hour Crisis Support Lines
- Community Support and Outreach Program supports survivors living in the community who have or are experiencing violence
- Central Intake Line provides coordinated access to Transitional Housing Supports in Peel Region
- Sexual Violence Counselling Support Program
- 'On Our Own' Peer Support Program
- Public Education Program
- Lead Agency for the Peel Committee Against Women Abuse

Interim Place is a low barrier organization that is committed to ending gender-based violence by acknowledging and addressing the multitude of barriers facing folks who have experienced violence and by providing crisis intervention and a range of supports and services.

Interim Place works within a feminist, anti-oppressive, anti-racist, disability justice, and harm reduction framework.





PEEL COMMITTEE AGAINST WOMAN ABUSE

On the 1st of May 2019, the start of Sexual Assault Awareness Month, the Peel Committee Against Woman Abuse (PCAWA) launched a new, streamlined Enhanced VAW Protocol for Peel Region, following an intensive multi-stakeholder process with member agencies and partners supported by the Region of Peel.

The collaborative efforts of the network to develop this new VAW Protocol constituted a major and much-needed endeavour, building on a thorough review of two separate protocols relating to 'domestic violence' and to 'sexual assault'. After examining the gaps and opportunities in the existing protocols, and extensive consultations with members and partners from a diverse range of sectors and communities, the development of an updated and coordinated protocol was marked that spring. The launch of the Protocol also included.

two important supplementary resources: a PCAWA *Creating a Safety Plan* guide for survivors and workers supporting survivors, and a *Quick Reference Guide* that aims to comprehensively cover the key resources and programming available to survivors in Peel Region, as well as resources outside of Peel Region.

The launch of the new Protocol was immediately followed by a series of trainings on the Enhanced Protocol for Peel Region,

The trainings included a feedback process, assessing participants' levels of comfort and confidence with the material covered in the Protocol, immediately before and after the training sessions. The external evaluation process also included longer-term follow-ups with participants in order to inform a thorough and robust assessment of how well the intersectional

feminist-anti-racist and anti-oppression framework, and key components on disclosure, safety planning, risk assessment, and systems navigation are being understood and integrated by PCAWA's membership and stakeholders.

Other key events over the year, as in all years, included the engagement of our stakeholders, survivors and a cross-section of diverse Peel communities in celebrating the achievements and successes of womxn and gender-diverse folks who don't fit heteronormative, binaristic identities or orientations. PCAWA also convened and joined in events which marked the challenges we face in confronting misogyny patriarchal and oppressive systems, for instance, remembering those lost to toxic masculinity and patriarchal violence as well as to colonial violence and erasure. PCAWA also hosted a well-attended and rousing Take Back the Night march on 19th September 2019, ending at Ken Whillans Square, Brampton.

PCAWA public engagement activities over the reporting period included advocacy relating to the growing scourge of femicide in Peel Region.

LAUNCH OF THE GENDER DIVERSITY & TRANS INCLUSION POLICY

We want Two-Spirit, trans, non-binary, and genderqueer communities to know that they are welcome here.

"We recognize our responsibility to speak out about structural and systemic barriers that result in homophobia, transphobia, violence, harm, and exclusion," said Sharon Floyd, Executive Director, Interim Place. "We know that social change is often made possible by the mobilization of community in response to injustice."

As a leader in Peel Region, Interim Place recognizes our role in amplifying the voices of all communities impacted by violence as well as the importance of challenging systemic violence, racism, oppression, and exclusionary practices. Recognizing our responsibility, we conducted an audit in 2018 on 2SLGBTQ+ inclusion and accessibility with Springtide Resources. The findings presented multiple avenues for agency growth and inclusion. A pivotal recommendation was to be clear internally and externally on how -and for whom- we provide support. This led to the revision and expansion of our Trans Inclusion Policy to include two-spirit, genderqueer, trans, and non-binary people.

With the launch our Gender Diversity and Trans Inclusion Policy, Interim Place now provides services to cis women, as well as two-spirit, genderqueer, trans, and non-binary people. Services include access to Interim Place's 24-Hour Crisis Line Program, the Central Intake Line Program that provides coordinated access to Transitional Housing Supports in Peel Region, the Community Support and Outreach Program, the Sexual Violence Support

Program, and the Shelter Program.


"This policy is long overdue. It is important that we ensure our supports and services are responsive to all survivors of gender based violence," said Rebecca Rogers, Manager of Programs and Services. "Trans and genderqueer people face additional barriers and transphobia when accessing shelter services and community supports. For example, we know that trans men have reported that they are unsafe in men's shelters and feel unwelcome in women's shelters. We are creating safer and more inclusive services for all survivors of gender based violence. We want Two-Spirit, trans, non-binary, and genderqueer communities to know that they are welcome here!"

Those interested in improving or adopting a 2SLGBTQ+ policy framework can contact Interim Place to obtain a copy of Interim Place's Gender Diversity and Trans Inclusion Policy. Please contact Rebecca Rogers, Manager, Program and Services at rebecca@embrave.ca.





This policy is long overdue. It is important that we ensure our supports and services are responsive to all survivors of gender-based violence.



BAO LIAN LI, BRAMPTON,
MAY 2019

SHABANGI AMIN,
BRAMPTON, MAY 2019

CHRISTIAN GOROSPE,
BRAMPTON, AUGUST 2019



MARIA LISA GOROSPE, BRAMPTON,
AUGUST 2019



HEERAL PATEL, BRAMPTON,
JANUARY 2020



BRITTNEY NEWMAN,
FEBRUARY 2020

April 2019-

THOSE WHO

*Lives lost to gender violence
in Peel*



LAURA GRANT, MISSISSAUGA,
AUGUST 2019



MARIA LISA GROSPE, BRAMPTON,
AUGUST 2019



LUCJA "LUCY" WOJTALSKI, BRAMPTON,
SEPTEMBER 2019



SHARANJEET KAUR, BRAMPTON,
DECEMBER 2019



AN, MISSISSAUGA,
MAY 2020

& THOUSANDS OF MISSING & MURDERED
INDIGENOUS WOMEN, GIRLS, & 2SPIRIT FOLKS
ACROSS CANADA

March 2020

E HONOUR

er-based violence
Region



SPECIAL EVENTS

Casino Royale: the 8th Annual Rays of Hope Gala

The stakes are high in the work to end violence against women. The chips are stacked against women and children facing violence. To all who supported Casino Royale: Interim Place's 8th Annual Rays Hope Gala, thank you for helping women and children in Peel Region to beat the odds.

On March 7th, 2020, 200 supporters joined Interim Place at the Lakeshore Convention Centre in Mississauga for Casino Royale: the 8th Annual Rays of Hope Gala. Together we raised over \$68,000 for Interim Place and the women and children we serve, and showed women who have experienced violence that we're willing to bet it all for them.

We look forward to seeing all of you in 2022 at Interim Place's 9th Annual Rays of Hope Gala!

Our most heartfelt thanks and appreciation go out to our amazing sponsors, without whom Casino Royale would not have been possible. Thank you for standing with us in the work to end violence against women.



Roulette Sponsor

- Phantom Screens Ontario

Photobooth Sponsors:

- Meridian Credit Union (Clarkson Branch)
- Sparkle Kleen Janitorial Services

Wine Sponsors

- Endeavour Solutions Inc.
- Jackson Triggs Canada

Grand Prize Draw Sponsors

- Diamond Boi Designs- the Diamond Studio
- Westjet Canada
- Air Liquide Canada Inc.
- Mary Kay Cosmetics Canada

Event Sponsors

- Dream Occasions Canada
- Party Mama Designs by Stephanie
- 808 Entertainment
- Little Rose Cookie Co.

A WALK TO REMEMBER



The 8th Annual Steps to End Violence Against Women Walk raised over \$48,000 in support of Interim Place and those we serve

Interim Place hosted our 8th Annual Steps to End Violence Against Women Walk on Sunday, August 25th to honour the women and children in our community who have lost their lives to violence, the many thousands of missing and murdered Indigenous women across Canada, and the courageous survivors and children who have contacted us or walked through our doors. We were joined by over 150 community members at this record-breaking event, and together we raised \$48,500 in support of survivors facing violence and their children.

Participants in the Steps to End Violence Against Women Walk wear the names of women who have been murdered since the previous year's walk printed on the backs of our t-shirts. We were sadly reminded that ten lives had been taken from us since we last gathered for our Steps to End Violence Against Women Walk, with the most recent tragedy taking place a few days prior to the event.

"I dream of a day when we will walk without any names on our backs. It saddens us to know that we already have three names to print on next year's shirts," said Sharon Floyd, Executive Director.

While we hope for a day when there is no need for organizations such as Interim Place, as long as the need is there we will strive to do all that we can for the survivors and children who walk through our doors. Thank you to all who contributed to this event for helping Interim Place support survivors of gender-based violence in our community.

The 8th Annual Steps to End Violence Against Women Walk was made possible in part by our sponsors, Erinwood Ford and Petro-Canada Lubricants Inc. Thank you for your support!



SUPPORTING SURVIVORS IN A PANDEMIC

With your support, we kept our programs running at full capacity amidst a global pandemic. Here's how we did it.

Our two Emergency Shelters, Community Support and Outreach Program, Emergency Crisis Lines, Central Intake Lines, and Sexual Violence Support Program have remained fully operational throughout the COVID-19 pandemic. In the months of April-June, Interim Place:

- Sheltered 83 survivors including 49 adults and their 34 children.
- Supported 401 survivors of violence through our Community Support and Outreach Program.
- Created 419 safety plans with survivors of violence.
- Provided violence prevention supports for survivors in the community 2,134 times virtually/ over the phone.

At a time when many organizations such as ours were forced to close their doors, we cannot stress enough the critical role our community has played in our ability to continue to serve those facing violence. Read on to learn more about how we did it.

In March of this year, while citizens of Peel

Region and across the world sheltered in place at the behest of Public Health authorities, at Interim Place we braced for the dreadful consequences of the COVID-19 pandemic for individuals at risk of gender-based violence.

As is inevitably the case with public health crises of this magnitude, we understood at the outset that certain communities would be disproportionately impacted by the pandemic; namely, women, Black and Indigenous folks, and those who are socioeconomically disenfranchised. It was also clear to us that a host of factors- including social isolation, financial strain, and increased barriers to supports- would lead to the soaring rates of gendered violence that have now been widely reported.

We had to act quickly to mitigate the inherent risk posed by the close quarters of congregate living environments, with the safety of those we serve hanging in the balance. Recognizing the urgency of the situation at hand, in short order we implemented a service modification plan. We quickly put into effect a rigorous

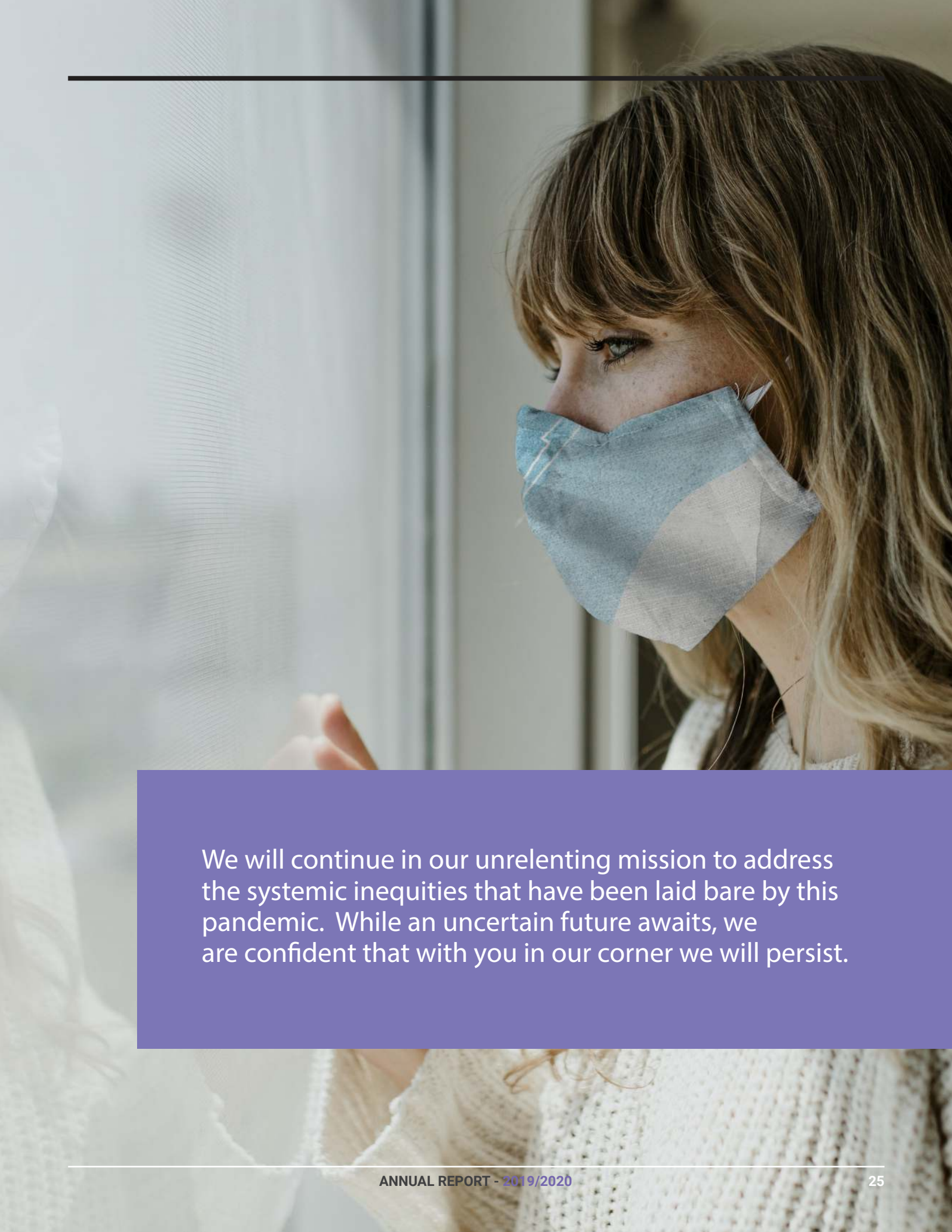
cleaning regimen, enhanced screening processes, restrictions on personnel permitted onsite, and limited in-kind donations. Wherever possible, programming serving survivors living in the community was adapted and conducted remotely.

We moved swiftly to respond to the emerging needs of survivors, both living in shelter and residing in the community. We launched a multi-pronged communications strategy to ensure survivors were aware of supports available to them. With the support of our funders, we established an Emergency Fund for survivors living in the community to support their safety and respond to concerns regarding food insecurity. Recognizing the critical role virtual supports would play for survivors of violence in the community, we distributed smartphones to those without access to an internet-ready device. Additionally, we took significant steps to ensure that survivors residing in shelter have the requisite technology to maintain social connections while physically distancing.

We will continue to do all we can to meet the needs of those facing gender-based violence. In the months to come we will launch a new website with innovative virtual supports, as we strive to reach even more survivors. We are also in the process of retrofitting our shelter locations with contactless upgrades to respond to our new reality. We will continue in our unrelenting mission to address the systemic inequities that have been laid bare by this pandemic. It is our hope that this crisis will serve as a catalyst in spurring on the kind of transformative change that is needed to end gender-based violence in our community. We want survivors of gender-based violence to know that they can count on us, and that our doors will remain open. Now more than ever, our donors play a critical role in our ability to fulfill that commitment. While an uncertain future awaits, we are confident that with you in our corner we will persist. Thank you for supporting us through these critical times.



COVID-19 social media campaign asset.



We will continue in our unrelenting mission to address the systemic inequities that have been laid bare by this pandemic. While an uncertain future awaits, we are confident that with you in our corner we will persist.

EMBRAVE

AGENCY TO END VIOLENCE

ORGANIZATIONAL REBRAND

We are thrilled to announce that we have a new name! Our organization, formerly known as Interim Place, is now Embrace: Agency to End Violence.

We are excited to unveil a new name for our organization, which has been showing up for survivors in our community since 1981. Thank you to all of you- our community members, donors, and supporters- who showed up for us in 2019-2020 and participated in our rebrand engagement strategy.

Through our new name, we are confirming our vision for a society free from violence. We are also proud to reveal a new look and brand identity that better reflects our unique values, clients, and service offerings.

Our organization has provided a broad range of supports to survivors of violence and thought leadership on eradicating gender-based violence for almost 40 years. For decades, we have tirelessly fought to raise awareness and strive to end individualized and systemic violence in our communities.

Since then, our organization has grown and evolved, expanding our services to meet the needs of our communities. We've witnessed the diversity, complexity, and effects of all forms of violence. We believe that everyone deserves a life free from violence and we aim to ensure that no one is left behind.

Our name and our identity are an embodiment of who we are, our values, and what we do.

We embrace brave. We inspire bravery.

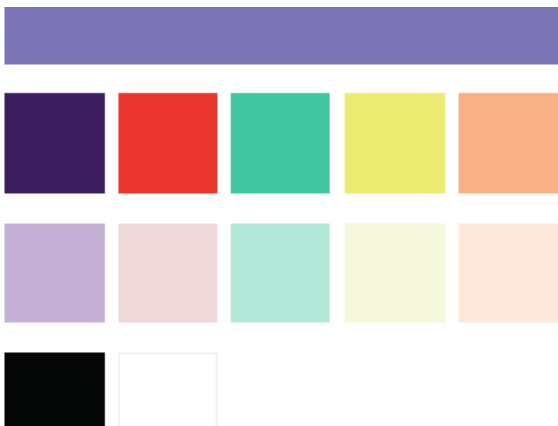
We want to create a space where survivors can bring their whole selves. We respect and honour the bravery of all survivors and stand alongside them wherever they are in the journey. We are inclusive and welcoming of all women, two-spirit, gender queer, trans, and non-binary people facing all forms of violence.

We recognize and champion the courage and resilience of survivors and provide the resources and support to enable them to determine their own path forward.

Embrace is committed to leading change and strives towards a society free from violence. We amplify the voices of survivors and celebrate what they are able to overcome; we educate the public; and we inspire systemic change by action and collaborating with other organizations in the community.

This work is important for our community. This is why we are now Embrace.

We are grateful that you have been a part of this journey. Together, we can embrace brave!





"These groups are greatly needed. Thanks so much for watering our roots and helping us grow."

IMANI, FORMER RESIDENT

Our name and our identity are an embodiment of who we are, what we do, and our values. We are brave, bold, fierce, and confident: unafraid to face challenges head-on and advocate for change. We embrace brave. We inspire bravery.

We are inclusive and welcoming of all women, two-spirit, genderqueer, trans, and non-binary people facing all forms of violence and their children. We provide supports and services to survivors with or without children. We want to create a space where survivors can bring their whole selves. We respect and honour the bravery of all survivors and stand alongside them.



"Their continued focus on being brave and getting people to think systemically... [They are] unafraid to continue to shine light on places where people would prefer to remain dark..."

COMMUNITY PARTNER

COMMUNITY IN ACTION

Thank you for working with us to end gender-based violence in Peel Region.



Since our doors opened in 1981, Interim Place has relied on the generosity of a caring community to meet the needs of survivors of gender-based violence and their children. In 2019-2020 we benefitted from the support of community and corporate partners, volunteers, sponsors, and donors who share our commitment to ending violence against women.



LEADERSHIP GIVERS

Thank you to our Leadership Givers. These generous individuals, families, businesses, and foundations made gifts over \$1000 in 2019-2020 to Interim Place and those we serve.



Clorox Company
Foundation

Gary D. Reamey and Joanne Reamey



Inniss Assurance



Jeff Rice Family
Foundation

Oswald D'Souza



Mary Kay Ash
Charitable Foundation



Ontario REALTORS Care
Foundation

Paul Iyobosa Ugobor



Bayshore
Foundation



Brita Canada
Corporation



Clarkson Music
Theatre Inc.



Celestica

Hitesh G. Lad



Holly Frontier



Knights of
Columbus St.
Maximilian Kolbe

Kim Cyopek



Meridian



Mississauga Credit
Valley Lions Club



Peel Elementary
Teachers Local

Peter Burr

Peter Papousak

Peter Phillip Papousak



Primerica Life
Insurance Company of

Jeff Rice Family
Foundation

Rosemary Jansons



Rotary Club of
Mississauga West

RX Plus Staff Fund

Sisterhood of Solel

Estate of Wesley Scott



Unifor Local 973

The Williams Family



Phantom Screens

PHANTOM
SCREENS

Pinder Singh

JM Nitchie



RBC



Royal LePage

Meadowtowne



Royal LePage

Signature Realty

St. Christopher's Council
Knights of Columbus



Streetsville Royal
Canadian Legion



Wecon Systems



Westjet

THANK YOU.

TOGETHER WE CAN END GENDER-BASED VIOLENCE.



HOW TO HELP

Embrave relies on the generosity of a caring community to meet the needs of survivors and their children.

Donate by Mail

P.O. Box 45070
Mississauga, ON
L5G 1C9

Donate by Phone

Call 905-403-9691 ext. 2223 to make a credit card payment by phone.

Donate Online

Visit www.embrave.ca and click 'Donate' to make a secure donation via Canadahelps.

Donate Items from Our Wish List

Visit www.embrave.ca to download a list of our greatest needs.

Organize Fundraising Events

Plan a fundraising event or donation drive for new clothing, food, and household items.

Join Our Fundraising Committee

Help coordinate fundraising events and activities as a member of our Fundraising Committee.

Attend Our Fundraising Events

Our signature fundraising events take place in March, June, and August of every year.

Volunteer With Us

Applications available at embrave.ca.

For fundraising inquiries, event ticket sales, and volunteer opportunities please contact:
Julie Shultz, Development Manager at t: 905-403-9691 ext. 2223 e: development@embrave.ca.



P.O. Box 45070
Mississauga, ON
L5G 1C9

905-403-9691
embrave.ca